

Message Text

LIMITED OFFICIAL USE

PAGE 01 STATE 114924

13

ORIGIN IO-03

INFO OCT-01 ISO-00 /004 R

66011

DRAFTED BY: IO/UN/BAPS:WMSOUTHWORTH:FG

APPROVED BY: IO:DMCCLELLAN

----- 055867

R 110135Z MAY 76

FM SECSTATE WASHDC

TO USMISSION USUN NEW YORK

LIMITED OFFICIAL USE STATE 114924

FOLLOWING REPEAT NATO 2472 ACTION SECSTATE INFO OECD PARIS
GENEVA 06 MAY

QUOTE

LIMITED OFFICIAL USE USNATO 2472

E.O. 11652: N/A

TAGS: AORG AFIN NATO OECD

SUBJ: INTERNATIONAL STAFF SALARIES

REF: NATO DOC: PO/76/38

1. FRG DELEGATION HAS TEKAN LEAD IN STIMULATING JOINT DRAFTING
BY ALL DELEGATIONS OF PAPER, QUOTED BELOW, EXPLAINING GOVERNMENT
POSITIONS ON THE 129TH REPORT OF THE COORDINATING COMMITTEE.
THE PAPER, AFTER REVIEW BY PERMREPS, WOULD BE SENT VIA
SYG LUNS, IF HE AGREES, TO THE STAFF ASSOCIATION. WE EXPECT
ALL DELEGATIONS TO SUPPORT THE PAPER, WHICH ALL BELIEVE
WILL NOT BE LIKELY TO SWAY STAFF ASSOCIATION LEADERS BUT WILL
HELP SET THE RECORD STRAIGHT. ACCORDINGLY, WE RECOMMEND WE BE
AUTHORIZED TO SUPPORT THE PAPER IN THE COURSE OF PERMREP REVIEW.
ACTION REQUESTED: GUIDANCE, IF POSSIBLE BY MAY 11.

2. BEGIN TEXT:

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 STATE 114924

1. AT ITS MEETING ON 5#3,945#

-5)-,58: :97,:8) -\$9053\$ 5#3 129TH REPORT OF THE CO-ORDINATING COMMITTEE WHICH, AS SHOWN IN THE ANNEX, PROVIDES, ON A PROVISIONAL BASIS, FOR COST-OF-LIVING INCREASES IN NATO SALARIES AS FROM 1 JANUARY 1976, AND CALLS FOR THE DEVELOPMENT OF A NEW ADJUSTMENT PROCEDURE TO BE EFFECTIVE FROM 1 JULY 1976.

2. GOVERNMENTS ARE AWARE OF THE OBJECTIONS RAISED BY THE NATO STAFF TO LESS THAN FULL COST-OF-LIVING INCREASES. IT IS THE WISH OF THE GOVERNMENTS TO ENSURE THAT THE STAFF ARE FULLY FAMILIAR WITH THE GENERAL SITUATION, WITH GOVERNMENTS' INTENTIONS AND WITH ALL THE FACTS AND CONSIDERATIONS WHICH LED TO THE RECOMMENDATIONS IN THE 129TH REPORT.

3. GOVERNMENTS RECOGNIZE THE HIGH PROFESSIONAL COMPETENCE AND QUALIFICATIONS OF THE NATO STAFF AND THEIR UNTIRING DEVOTION TO THE COMMON CAUSE OF THE ALLIANCE. GOVERNMENTS ACCEPT THAT INTERNATIONAL STAFF SHOULD RECEIVE SPECIAL CONSIDERATION TO COMPENSATE FOR DRAWBACKS OF THEIR INTERNATIONAL EMPLOYMENT, SUCH AS THE UNCERTAINTY OF THE DURATION OF THEIR EMPLOYMENT, REDUCED CHANCES FOR PROMOTION ETC. FOR THE REASONS SET OUT BELOW, THE GOVERNMENTS HAVE, HOWEVER, TO SEE TO IT THAT A RELATIONSHIP IS MAINTAINED BETWEEN NET INTERNATIONAL AND NATIONAL CIVIL SERVANT SALARIES BECAUSE WHILE NATIONAL CIVIL SERVANTS WORK FOR THE INDIVIDUAL GOVERNMENTS, INTERNATIONAL STAFFS WORK FOR THE SAME GOVERNMENTS ON A COLLECTIVE BASIS.

4. THIS PRINCIPLE SHOULD APPLY ALSO TO SALARY INCREASES FOLLOWING THE INFLATIONARY TREND IN MEMBER COUNTRIES, WHICH IS THE PROBLEM DEALT WITH IN THE 129TH REPORT. IT IS EVIDENT, FOR EXAMPLE, THAT NATIONAL TAXATION PROGRESSION SHOULD BE TAKEN INTO ACCOUNT IN RELATING INTERNATIONAL AND NATIONAL SALARIES.

5. IN THE WELL KNOWN GENERAL FINANCIAL AND ECONOMIC SITUATION, ALL MEMBER GOVERNMENTS HAVE BEEN FORCED TO TAKE A NUMBER OF MOST UNPOPULAR FINANCIAL AND ECONOMIC MEASURES, SUCH AS RESTRICTING PAY AND SALARY INCREASES ESPECIALLY IN THE PUBLIC SECTOR. IT IS CLEAR THAT MEMBER COUNTRIES, WHOSE CONTRIBUTIONS FINANCE THE INTERNATIONAL ORGANIZATIONS SUCH AS THE CO-ORDINATED ORGANISATIONS, THE EUROPEAN COMMUNITIES ETC, CANNOT LOOK AT THE VOLUNTARY LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 STATE 114924

AND INCREASE OF REMUNERATION IN THESE ORGANISATIONS IN ISOLATION FROM DEVELOPMENTS IN THEIR OWN COUNTRIES.

6. THE SITUATION IS AT PRESENT THAT THE PREVIOUS ADJUSTMENT PROCEDURE HAS CEASED TO APPLY AS FROM JULY 1ST, 1975, WHILE A NEW ADJUSTMENT PROCEDURE HAS NOT BEEN ADOPTED FOR APPLICATION ON ADJUSTMENTS AS OF JANUARY 1ST, 1976.

UNDER THESE CIRCUMSTANCES THE GOVERNMENTS HAVE MADE A SERIOUS EFFORT TO AVOID A SITUATION IN WHICH PERSONNEL WOULD HAVE TO WAIT FOR THE ADJUSTMENT OF SALARIES FROM JANUARY 1ST, 1976, THE LACK OF WHICH IN AN INFLATIONARY SITUATION MOSTLY AFFECTS LOWER PAID GRADES. THE 129TH REPORT PROVIDES

THAT ADJUSTMENTS SHOULD BE GRANTED TO COMPENSATE FOR COST OF LIVING DEVELOPMENT IN THE PERIOD 1ST JULY - 31ST DECEMBER, 1975.

THAT FULL ADJUSTMENT BE GIVEN TO THE LOWER PAID GRADES, WHICH MEANS THAT ABOUT HALF OF THE STAFF (549 OUT OF 1191) WOULD RECEIVE 100 PERCENT OF THE ADJUSTMENT.

THAT THE ADJUSTMENT FOR THE HIGHER PAID GRADES BE LIMITED SOMEWHAT TO THE EFFECT THAT ABOUT 281 STAFF MEMBERS WOULD RECEIVE 95 PERCENT, 129 90 PERCENT, AND 232 75 PERCENT.

THAT THESE AMOUNTS BE PAID IMMEDIATELY AFTER THE ADOPTION OF THE PROPOSALS

AND THAT THESE MEASURES IN THE 129TH REPORT ARE ONLY OF A PROVISIONAL NATURE AWAITING THE OUTCOME OF THE REVIEW OF 1 JULY 1976. CONSEQUENTLY, THEY DO NOT PREJUDGE THE ADJUSTMENT PROCEDURE WHICH IS STILL BEING STUDIED BY THE CO-ORDINATING COMMITTEE.

7. IN THE EUROPEAN COMMUNITIES THE LAST COST-OF-LIVING ADJUSTMENT WAS MADE ON JULY 1ST, 1975, WHEN AN ABAGEMENT OF ABOUT 11 PERCENT WAS APPLIED FOR ALL GRADES ACROSS THE BOARD; THUS THE LOWER GRADES WERE AFFECTED IN THE SAME WAY AS THE HIGHER GRADES WITH SIMILAR PERCENTAGE LIMITATIONS, BUT THE REAL EFFECT WAS MUCH GREATER FOR THE LOWER PAID. AT THE SAME DATE THE STAFF OF THE CO-ORDINATED ORGANISATIONS WERE GIVEN FULL COST-OF-LIVING ADJUSTMENT.

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 04 STATE 114924

8. GOVERNMENTS HAVE TAKEN THEIR RESPONSIBILITY FOR A REASONABLE SOLUTION OF THE ADJUSTMENT OF SALARIES FROM 1 JANUARY 1976 VERY SERIOUSLY. A NEW ADJUSTMENT PROCEDURE IS BEING WORKED OUT IN THE CO-ORDINATING COMMITTEE AND REPRESENTATIVES OF THE STAFF ASSOCIATIONS HAVE BEEN OFFERED THE OPPORTUNITY TO MAKE THEIR VIEWS KNOWN AND TO DISCUSS FACTS AND FIGURES WITH THE REPRESENTATIVES OF THE GOVERNMENTS.

9. IN THE LIGHT OF THE FOREGOING GOVERNMENTS HOPE THAT NATO-STAFF WILL REGARD THE PROVISIONAL MEASURES FOR ADJUSTMENT AS A CONSTRUCTIVE COMPROMISE. END TEXT. STRAUZ-HUPE UNQUOTE KISSINGER

LIMITED OFFICIAL USE

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 11 MAY 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: vogelfj
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976STATE114924
Document Source: CORE
Document Unique ID: 00
Drafter: IO/UN/BAPS:WMSOUTHWORTH:FG
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760180-1010
From: STATE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760567/aaaacfp.tel
Line Count: 166
Locator: TEXT ON-LINE, ON MICROFILM
Office: ORIGIN IO
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 4
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: vogelfj
Review Comment: n/a
Review Content Flags:
Review Date: 07 APR 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <07 APR 2004 by MartinML>; APPROVED <16 AUG 2004 by vogelfj>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: INTERNATIONAL STAFF SALARIES
TAGS: AORG, AFIN, NATO, OECD
To: USUN NEW YORK
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006